

NEWSLINE

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FROM THE DIRECTOR'S OFFICE

C.K. CHOU

Dignity enables employees to make their best contribution

Director's note: Senior management recently unveiled a set of values for the Laboratory. Each value will be discussed in a Director's Office column. Today, C.K. Chou, AD for Energy & Environment, looks at the seventh value — treating each other with dignity.

What kind of image comes to mind when we think of dignity? Maybe we think of a grandfather in fine clothes, hands folded atop his cane, smiling gently into the camera. Sometimes we associate dignity with a quiet sense of worth, and sometimes we associate it with maturity. We might even speak of living with dignity or dying with dignity. However, these ideas are too passive to give us the full richness and power of the word.

Dignity is not just a passive concept, and dignity does not rule out critical review or a tough-minded pursuit of excellence. Instead, dignity can be an enabling force that allows each of us to contribute our best. Let me explain.

When I first came to LLNL I was surprised

See **VALUES**, page 8

Institute opens new science horizons

By Elizabeth Campos Rajs

NEWSLINE STAFF WRITER

Scientists and managers from around the Lab gathered Tuesday to celebrate the opening of the new Physical Biosciences Institute, which will serve as an incubator for creating new research projects between the life sciences and other science and engineering disciplines.

"This is an exciting moment for us as we birth a new institute for the Laboratory. It will enhance our multidisciplinary approach to life sciences and our research partnering with the University of California," said Lab Director Michael Anastasio at the ribbon cutting ceremony. "We're bringing together biology, the physical sciences, and engineering. It's also a marriage of experimental science with computational sim-



MICHAEL ANTHONY/IBIS

Director Michael Anastasio welcomes scientists Tuesday at the opening of the new Physical Biosciences Institute.

ulations. This will have a big impact on an exciting area

See **BIOSCIENCES**, page 8

Steve Hunt announces retirement

Steve Hunt, associate director for Laboratory Services and an LLNL employee for more than 17 years, has announced his plans to retire, effective July 1, 2003.

"I've been thinking about this for some time now" Hunt said. "It's been part of my long-term strategy and has been discussed as part of my workforce planning. My organization is in excellent shape and I have one of the best management teams at the Lab. I feel very confident that my replacement will inherit an outstanding organization."

Director Michael Anastasio accepted Hunt's retirement announcement with regret.



Steve Hunt

"Steve has been an invaluable contributor to our Lab for a very long time. I have thoroughly enjoyed working with him. Much of our success today in the business services arena is due to his leadership and innovative ideas. He has assured me that he will work closely with us over the next few months to guarantee a smooth transition. He will most definitely be missed, but I wish him only the best as he enjoys his retirement."

Hunt joined LLNL in 1986, following a 20-year career with the Central Intelligence Agency

See **HUNT**, page 7

Security measures upgraded by order of the Homeland Security Department

Security measures were upgraded earlier this week from Condition Yellow to Condition Orange by order of the U.S. Department of Homeland Security. There has been no specific threat against the Laboratory, but the heightened security level — SeCon 2, or Security Condition 2 — will be maintained until further notice.

Continued awareness and sensitivity to security is encouraged. Employees are asked to review the guidance below and do their part to help protect people and the Laboratory:

- Maintain increased awareness of surroundings and immediately report any of the following situations

See **SECURITY**, page 5

Engineering seeks to keep 'cupboard stocked'

By Anne M. Stark

NEWSLINE STAFF WRITER

The future for the Laboratory's Engineering Directorate calls for detection science, information fusion, field able prototype hardware and "keeping the cupboard stocked" with shelf ready technologies.

These were some of the key messages portrayed last week during the two-day "Engineering Opportunities in the 21st Century Conference" sponsored by the Engineering Directorate. Jens Mahler, Acting AD for Engineering, hosted the conference, stating that the goal of the conference was to imagine the next generation of Laboratory programs so that Engineering could plan for future workforce, technology, tools and facilities needs.

During opening remarks, Director Michael Anas-

tasio commended the Engineering Directorate for being able to innovate and execute when it comes to designing and building prototypes and rolling them out to the real world.

"People are the heart and soul of the Laboratory," he said. "And Engineering is the glue that holds the Laboratory together. It permeates every single program."

He said the key roles engineers play in the programs will drive innovation. Examples include: in the weapons program by instrumenting tests with sensors that dynamically report information that can validate simulation models; in homeland security by translating new science and technology into reliable, easy-to-use products to put in the hands of first responders; and

See **ENGINEERING**, page 5



Help for Russian
orphan program

– Page 3



Nobel laureate on
'weird science'

– Page 3



Proper badge and
dosimeter display

– Page 5



LAB COMMUNITY NEWS

Weekly Calendar

Monday
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“Using LANL’s ASCI-Q System” is a two-day workshop scheduled for today and Tuesday. It will cover essential topics related to using LANL’s ASCI-Q system and

is primarily intended for Livermore and Sandia-Livermore researchers who already have ASCI-Q accounts or who will soon have an ASCI-Q account. Enrollment is limited to 40 persons with first priority being given to those who have current/pending ASCI-Q accounts. This is a lecture-oriented workshop (no hands-on exercises). For more information, including registration, see: <http://www.llnl.gov/computing/training/2003.03.24-25.html>

Tuesday
25

The LLESA **Apple Computer Networking Group** will meet at 7 p.m. in the LLNL Discovery Center Press Room. ProSoft Engineering in Pleasanton will demonstrate

their line of data backup and recovery products for Mac OS 9 and X. Everyone with an interest in Apple brand and compatible computers is welcome to attend. Contact: Jim Branum, 2-6766.

Thursday
27

The **LLL Women’s Association** is sponsoring a brown-bag discussion by Kathleen Hardcastle on “Managing Your Career,” at noon in the Bldg. 543 auditorium. All Laboratory

employees are invited to attend. Contact: Christine Bell, bell2@llnl.gov or 3-9447

Up
Coming

The **LLL Women’s Association** is hosting a networking event on April 3 at noon in Bldg. 571, room 1301. All Lab employees are invited to

attend. Contact: Christine Bell, bell2@llnl.gov or 3-9447.

...

Registration is still available for the **“Comprehensive Retirement Planning Workshop”** to be held April 3-4 (PS8023). Space is limited, so register early via the <http://www.llnl.gov/llnl/02employment/benefits/benefits.htm>

...

There is still space remaining to enroll in the Friday, April 11, **“Intermediate Investment Planning Workshop”** (PS8022). This half-day workshop is designed for those who wish to gain a more in-depth analysis of investment modeling and asset allocation theory. If you are considering ways to position yourself to maximize your investment potential, you will want to attend this workshop. The cost is \$45. To register to go to www.llnl.gov/jobs/benefits and click on workshop registration.

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The Lab’s quarterly **blood drive** will be held April 14-17 in Bldg. 415. The Red Cross encourages you to schedule an appointment in advance at <http://www.beadonor.com> (company code: LLNL) or by calling the LLESA Office at 2-9402. The goal of the Red Cross staff is to complete the donation process for pre-scheduled appointments in 60 minutes or less.

Delusions of gander



GINA KAIPER/IBIS

A pair of Canadian geese have taken up residence on the north ledge of Bldg. 543. This photo was taken through the window in Dick Post’s office. Seeing their reflection in the glass, the geese pecked at the window.

Last chance to provide feedback to food services

LLNL’s Food Services Group and Eurest Dining Services are interested in your feedback to ensure both groups are meeting your dining needs. The survey will take a few minutes to complete and today (Friday) is the last day to provide feedback.

The information will be used to develop future dining service strategies and ensure services continue to meet your needs at the South, West, and Central Cafes. Your comments regarding the South Cafe will be extremely important because of the

decrease in food service customers as a result of increased security and reduced parking near the South Cafe.

Please keep in mind that it is just as important to receive information from those who have not typically used the cafes as it is to understand the preferences of those who use the service often. Please complete the survey by the end of today. To access the survey, click on questionnaire (<http://customsurveys.biz/Eurest/LLNL>)



IN MEMORIAM

Tina Hovden

Tina Hovden, a long-time preschool teacher at the Laboratory’s Children Center, died suddenly Wednesday, March 19. She was 47.

Hovden had worked with 3 and 4 year olds at the Children’s Center since 1997. “Tina was a wonderful employee,” said Laura Reno, director of the center. “She adored children and was always concerned about others. She was well liked by staff and the children.”

Hovden, a Pleasanton resident, was on her second career — teaching children at the Center.

Counseling services were made available to staff members.

No details on memorial services are available at this time. For further information, contact Laura Reno at the Children’s Center.

Clark M. Cornell

Memorial services for retired Lab electronic engineer Clark M. Cornell will be held at 2 p.m. Saturday at the Wilson & Kratzer Chapel of San Ramon Valley, 825 Hartz Way, Danville.

Cornell was born in Berkeley July 5, 1928. He retired in 1993 after 34 years at the Laboratory.

Cornell is survived by his wife Jacquelyn;

daughter, Carolyn Furrer; stepchildren Sherry Johnstone and Gary Andraikin; grandchildren Cailyn, Christa, Jake and Stacy; brothers Robert and Keith Cornell and their families.

Newsline

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AROUND THE LAB



Effort to bring Russian orphans to East Bay seeks help

Host families are needed to help organize an East Bay summer camp for Russian orphans this summer.

A group of about 15 children, ages 5 to 10 years old, will spend a month in the East Bay with a host family and spend five days a week at a camp directed by Family Hope, a local program of the nonprofit organization International Family Services, which provides adoption and humanitarian relief.

"We hope that during the four-to-five-week visit, the children will be united with families that want to adopt them," says the Lab's Alek Shestakov. "My wife Janet and I are helping to organize the East Bay camp, and we hope to find a child we can adopt."

The logistics of organizing the camp are daunting, Shestakov says. They need to find host families, translators for the children — who speak only Russian — and camp counselors. "But we're committed to going through with this."

In previous years, camps held in Los Altos have been very successful, and this year Family Hope plans to bring 100 to 150 orphans to Northern California for camps in Los Altos, Santa Cruz and the East Bay.

Orphans brought over for the summer camp are not told that they may be adopted, though some become aware of the possibility after their arrival. The idea is to create an environment in which the orphans can naturally form bonds with potential adoptive parents and families.

Shestakov notes it is more difficult to find adoptive families for children beyond infancy. When Russian orphans reach age 17, they are left to fend for themselves with little assistance from the state and, of course, without the benefit of family support.

"Without a family their future is bleak," he says. "Upon reaching 17 years of age, the orphanages in Russia simply turn the children out onto the street."

A video about the program points out that adoptions in Russia remain taboo and are relatively rare.

Shestakov says that thanks to programs in Los Altos and the Mountain View area last summer, "22 Russian children met their forever families" and will be returning to the Bay Area in coming months to join them. An additional 24 children were placed from a winter camp.

"This is a really good cause. I can't think of anything more worthwhile than creating an opportunity for orphaned or abandoned children to find

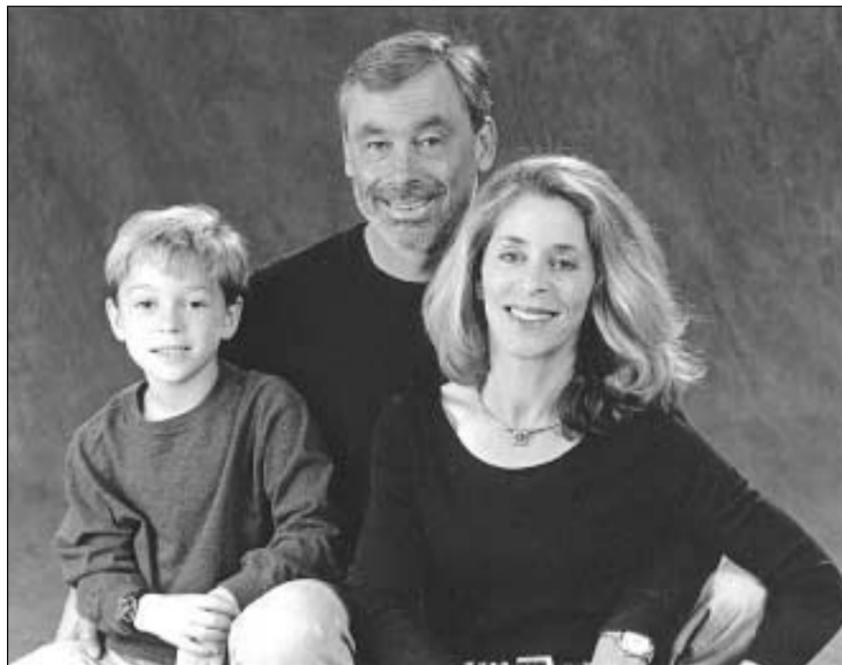


PHOTO COURTESY OF ALEK SHESTAKOV

Alek Shestakov, with his wife Janet and son Adrian, is looking for host families.

a loving family," he said. "Even if we find a home for only one child, it will be worth it."

To borrow a video about the program or for more information, contact Shestakov, at 2-4213, or shestakov@llnl.gov, or check the Web at www.FamilyHopeBayArea.org.

'Catching bad guys' is focus of talk

Lab scientist Glenn Fox, along with Tracy High School science teacher Kirk Brown, will discuss "Catching the Bad Guys: Forensic Science and its Application to National Security," on Saturday at 9:30 a.m. at the Amador Theater in Pleasanton.

Fox will explain how forensic science works and the role the Laboratory's Forensic Science Division plays in the detection of weapons of mass destruction. He will also describe how forensic science information is used in court and will outline possible career pathways in this field.

This talk is part of the Lab's Science on Saturday program, a five-week series of free talks geared toward middle and senior high school students. The free lectures continue each Saturday through April 12 at the Amador Theater.



This year's speakers represent a wide range of disciplines, including astrophysics, biotechnology, chemistry and planetary physics. All of the talks are free and open to students, their parents or guardians, and teachers.

Science on Saturday is co-sponsored by Livermore Laboratory, the Livermore chapter of Sigma Xi, the Scientific Research Society, and the Edward Teller Education Center.

For more information on Science on Saturday and directions, check the Website at <http://education.llnl.gov/sos> or contact Richard Farnsworth, manager for the Lab's Educa-

tion Outreach in the Science & Technology Education Program, at rfarnsworth@llnl.gov or 2-5059.

Nobel Laureate brings weird world of physics in from the cold

Nobel Laureate Eric Cornell will discuss "Stone Cold Science: Bose-Einstein Condensation and the Weird World of Physics a Millionth of a Degree From Absolute Zero," as part of the Director's Distinguished Lecturer Series. The talk takes place at 3:30 p.m. Monday, in the Bldg. 123 auditorium.

As atoms get colder and colder, they become more and more like waves, and less like particles. When a gas of



Eric Cornell

atoms gets so cold that the "waviness" of one atom overlaps the waviness of another, the result is a sort of quantum-mechanical identity crisis, a "condensation" predicted 70 years ago by Albert Einstein. Cornell will discuss how one reaches the necessary record low temperatures and will explain why one goes to the trouble to make this bizarre state of matter.

Eric Cornell received his bachelor's degree from Stanford University in 1985 and his Ph.D. from MIT in 1990. His doctoral research, with Dave Pritchard, was on precision mass spectroscopy of single trapped molecular ions. Cornell went to JILA in Boulder, Colo., in 1990. Since 1992, he has been a senior scientist with the National Institute of Standards and Technology (NIST). He is a fellow of JILA and professor adjoint in the Physics Department of the University of Colorado.

Tammy Jernigan to discuss space travel

Lab scientist and former NASA astronaut Tammy Jernigan will discuss her view of Earth from space, her five space shuttle missions and her experience on the International Space Station during the Laboratory's next Spotlight on Science community lecture.

The free lecture, titled "Blast Off to the International Space Station," will take place at 7 p.m. March 27 at Livermore High School, 600 Maple St.

Jernigan, assistant associate director for special projects in the Physics and Advanced Technologies Directorate at the Lab, spent 15 years as a NASA astronaut and flew five space shuttle missions, including three on Columbia, one on

Endeavour and one on Discovery. Jernigan's last flight in 1999 was a 10-day mission during which the crew performed the first docking to the International Space Station.

Jernigan's talk will be followed by a question-and-answer period.

The lecture series, "Spotlight on Science," is designed to address current topics in science and present them in an understandable way to the community. Admission is free and the talks are suitable for anyone interested in science.

For more information about the Laboratory's Spotlight on Science series, go to <http://www.llnl.gov/llnl/06news/Community/lecture.html>.



NEWS YOU CAN USE

ASCI's Caltech Center of Excellence visits Lab

On April 2, LLNL will host an all day event with approximately 60 faculty, students, post-docs, and research staff involved in the ASCI-supported "Center for Simulating the Dynamic Response of Materials" at the California Institute of Technology.

The Caltech Center is developing a virtual shock physics test facility in which the full three-dimensional response of a variety of target materials can be computed for a wide range of compressive, tensional, and shear loadings, including those loadings produced by detonation of energetic materials.

The Caltech Center has developed a simulation framework for investigations of dynamic shock response in materials that couples two disparate solvers, an Eulerian Computational Fluid Dynamic solver to simulate the detonation of a high explosive and a Lagrangian solver to simulate dynamic response in solids. Both applications display excellent scalability on the ASCI platforms.

The center also supports research in combustion and turbulence as well as multi-scale modeling of dynamic response in solids. Many of the developments originating from these research

activities have been integrated into shock response simulations deployed on the ASCI platforms.

The four technical elements of the Caltech ASCI Center include: materials properties methodology; solid dynamics; compressible turbulence and combustion; computer and computational science.

Talks begin at 9 a.m. and end at 10:40 a.m. in the Bldg. 123 auditorium. The talks are followed by break-out sessions focused on each of the four technical elements. These breakout sessions will be held from 11 a.m. to 1 p.m. in Bldg. 235. A Caltech poster session will be held in Bldg. 235 from 1:30 to 3:30 p.m.

For further details regarding this event please see the following CMS URL address: <http://www-cms.llnl.gov/news/caltech-asci-03.html>.

Information about the Caltech Center for Simulating the Dynamic Response of Materials can be found at: <http://www.cacr.caltech.edu/ASAP/>.

Technical contact is Christian Mailhot, 2-5873 or mailhot1@llnl.gov. Administrative contact is Maureen A. Tortorelli 3-5031; or tortorelli1@llnl.gov.



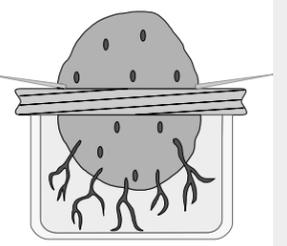
Judges sought for annual science, engineering fair

The seventh annual Tri-Valley Science and Engineering Fair needs enthusiastic and energetic scientists and engineers to help judge innovative student projects on Thursday, April 3.

"Think about how much enjoyment your technical career has brought you — that enthusiasm always shows through to the students when you chat with them. In fact, one of the main highlights for the students is having the opportunity to discuss their research with professionals," said fair director Karen Kiernan-Rodriguez, "If you can spare the time, we could really use your help. We will provide you guidelines, set you up in judging teams, and guarantee you will have a great time."

Last year's fair attracted nearly 300 middle and high school students who entered 200 projects in the fair. Organizers are expecting a similar turnout this year.

Judges are needed from 7:30 a.m. to 1:30 p.m. on Thursday, April 3, at the Blackhawk Museum in Danville. To volunteer, contact Connie Ruvalcaba-Olson at 4-4640 or ruvalcabaolson1@llnl.gov



Technical Meeting Calendar

Friday
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PHYSICS & ADVANCED TECHNOLOGIES

"First Results From The 1-Meter Swedish Solar Telescope on La Palma," by

Thomas Berger, Lockheed Martin Solar and Astrophysics Lab. Noon, Bldg. 319, room 205 (uncleared area). Contacts: Michael Gregg, 3-8946, or Sandra Maldonado, 3-0621.

Monday
24

DIRECTOR'S DISTINGUISHED LECTURER SERIES

"Stone Cold Science: Bose-Einstein Condensation and the Weird World of Physics a Millionth of a Degree From Absolute Zero," by Nobel Laureate Eric Cornell. 3:30p.m., Bldg 123 auditorium (uncleared area).

Tuesday
25

PHYSICS & ADVANCED TECHNOLOGIES

"How Reliable is the Random Phase Approximation," by Ionel Stetcu, Louisiana

State University. 10:30 a.m., Bldg. 211, room 227 (badge required). Contacts: Erich Ormand, 2-8194, or Pat Smith, 2-0920.

Wednesday
26

INSTITUTE FOR SCIENTIFIC COMPUTING RESEARCH

"Existing and Emerging Approaches for Addressing

the Processor Memory Gap," by Lenny Oliker, LBNL. 2 p.m., Bldg. 451, room 1025 (uncleared area). Contacts: Jeffrey Vetter (CASC) 4-6284, or Leslie Bills, 3-8927.

Thursday
27

FRONTIERS IN SCIENCE AND TECHNOLOGY: QUANTUM COMPUTATION AND INFORMATION

"Quantum Information and Decoherence Studies in Cavity QED Experiments," by

Serge Haroche, Collège de France and Ecole Normale Supérieure, Paris. 3:30 p.m., Bldg. 543 auditorium. Contacts: Tony Gonis, 2-7150, Patrice Turchi, 2-9925, or Dawn Brosnan, 4-5008.

DEFENSE & NUCLEAR TECHNOLOGIES

"DNS of Turbulent Flows Laden with Particles or Bubbles," by S. Elghobashi, University of California, Irvine. 9:30 a.m., Bldg. 123, conference room A (uncleared area). Contacts: Rose McCallen, 3-0958, mccallen1@llnl.gov, or Helen Magann, 2-5229, magann2@llnl.gov.

CHEMISTRY & MATERIALS SCIENCE

"An Electrochemical and Spectroscopic Investigation of Nonylphenylethoxphosphate Ester as an Inhibitor for CO2 Corrosion of Pipeline Steel," by Peter Chou, UC, Berkeley. 10 a.m., Bldg. 235, gold room (uncleared area). Contacts: Greg Gdowski, 3-2113, or Roberta Marino, 3-7865.

PHYSICS & ADVANCED TECHNOLOGIES

"The Emergence and Disappearance of Jets at RHIC," Michael Miller, Yale University. 1:30 p.m., Bldg. 211, room 227 (badge required). Contacts: Steve Johnson, 2-6598, or Pat Smith, 2-0920.

April
1

CHEMISTRY & MATERIALS SCIENCE, FRONTIERS IN CHEMISTRY & MATERIALS SCIENCE/NANOSCIENCE NANOTECHNOLOGY SEMINAR

"Interfacing Biology and Materials

Science" by Carolyn Bertozzi, UC Berkeley. 11 a.m., Bldg. 235, room 1090. Contacts: Mike Fluss, 3-6665, fluss1@llnl.gov, Jim De Yoreo, 3-4240,

deyoreo1@llnl.gov, or Kristine Ramirez, 3-4681, ramirez24@llnl.gov.

April
2

PHYSICS & ADVANCED TECHNOLOGIES

"Multilayer Coated Mirrors, Gratings, and Detectors for Space and Laboratory EUV

Applications," by John Seely, Naval Research Laboratory. 3 p.m., Trailer 3925, Redwood Room. Contacts: Sasa Bajt, 4-3768, or Raylene Miller, 2-6300.

CHEMISTRY & MATERIALS SCIENCE

LLNL hosts Caltech ASCI "Center of Excellence" visit. An all-day event, with approximately 60 faculty, students, post-docs, and research staff involved in the ASCI-supported "Center for Simulating the Dynamic Response of Materials" at the California Institute of Technology. "The Caltech Virtual Shock Physics Facility: A Platform for Scientific Discoveries in Materials Dynamics," by Daniel Meiron, Caltech. 9:15 a.m., Bldg. 123 auditorium. "Integrated Simulations," by Michael Aivazis, Caltech. 10 a.m., Bldg. 123 auditorium. Followed by break-out sessions from 11 a.m. to 1 p.m. in Bldg. 235. A Caltech poster session will be held in Bldg. 235 from 1:30 pm. to 3:30 p.m. Contacts: Christian Mailhot, 2-5873, or Maureen A. Tortorelli, 3-5031.

The deadline for the next Technical Meeting Calendar is noon, Wednesday.

Send your input to tmc-submit@llnl.gov. For information on electronic mail or the news-group llnl.meeting, contact the registrar at registrar@llnl.gov.

Proper badge display is a matter of safety and security

Your security badge and dosimeter are important tools that support the safety and security of each person at LLNL. Your badge is used to grant you access and ensure only authorized individuals have access to LLNL property and information. Your dosimeter is used to track your radiation exposures. These tools work best when employees use them in the proper manner, so here's a friendly reminder to all LLNL workers:

- Always wear your badge and dosimeter facing outward in plain view on your upper torso while on LLNL property. If this poses a safety concern, please contact your ES&H team for guidance.

- Always ensure that your LLNL dosimeter cover (typically blue) is in place on the face of your dosimeter. Since the dosimeter is calibrated with the plastic flap in place, it must be worn to obtain accurate readings.

- If you are on official LLNL travel and need to take your security badge, remember to remove your dosimeter and leave it in a secure location until you return to LLNL. Since the airports are increasing the screening of all items, leaving your dosimeter at home will avoid an inadvertent exposure.

- Do not forward dosimeters through U.S. mail, as some postal service centers use radiation devices to "sanitize" incoming mail. The dosimeter may receive an extremely high dose capable of damaging sensitive LLNL equipment during a subsequent readout.



Badge and dosimeter should always be worn facing outward in plain view on the upper torso. These photos show correct and improper displays of badges and dosimeter.

The dosimeter must be worn correctly to obtain an accurate reading.



- Remember to protect your badge and dosimeter from damage and never wear them in off-site locations. Keep them protected in a safe location out of the public view.

- Employees are reminded that it is a federal offense to photocopy, alter or reproduce your badge.

- Lastly, replacement security badges, dosimeters and dosimeter covers can be obtained by visiting the Westgate Badge Office, Bldg. 071. LLNL-issued dosimeter covers are required to assure proper measurements by your dosimeter. Questions or concerns can be directed to badgeoffice@llnl.gov.

ENGINEERING

Continued from page 1

in the National Ignition Facility by building the precision diagnostics and targets needed to extract scientific discoveries.

The first keynote speaker, Kris Pister, a UC Berkeley professor of electrical engineering and computer sciences and associate director of the Berkeley Sensor & Actuator Center, got the conference off to an inspirational start with his "smart dust" project.

"Smart dust" consists of autonomous sensing and communication devices the size of dust motes (as small as a cubic millimeter) that could be distributed throughout the environment — whether on a battlefield or in a foreign country — invisibly performing tasks. Pister is currently on leave from UC Berkeley to create Dust, Inc., a start-up commercializing the Smart Dust research.

"We're combining sensing with computation and communication and sticking a power supply on it," Pister said. "The computation can be put where you need it pretty inexpensively."

He said if spaced close enough, the "smart dust" sensors could reach a range of 5 kilometers through multi-hop messaging.

The second keynote speaker, Professor Alice Agogino of UC Berkeley, spoke on the National Academy of Engineering project "Engineer of 2020", which is currently in process. With declining engineering, mathematics and physical science enrollments, and other countries retaining more of their technology-educated workers, the U.S. technology talent pool is shrinking. The NAE project observed that engineering needs are evolving towards requirements for enhanced flexibility and

adaptability with a massive dose of interdisciplinary capability. They are asking, "Can the universities deliver such graduates, and what changes do we need to make in this area?"

On the first LLNL panel on scientific research, leaders in Chemistry, Energy and Environment, Fusion, and the Director's Office gave overviews of the future of their respective programs.

Tomas Diaz De La Rubia, associate director of Chemistry and Materials Science, discussed the role of quantitative biology and chemical synthesis and nanotechnology to create new detection systems for chemical and biological weapons and their use in creating new therapies for treatment of disease. He said time is critical when detecting chemical and biological weapons or treating disease.

"Forty-eight hours is not good enough in a bioterrorism attack," he said. "Early warning saves lives whether we are talking about a weapon of mass destruction or treatment of disease. We need to make advances in sensing and detection."

John Lindl, head of magnetic fusion energy at the Lab, talked about the resurgence of interest in fusion research in the United States. He said it's key to have fusion technology ready to go so that the commercial industry could "pick it up and develop it" as a source of energy.

Hal Graboske, deputy director of Science and Technology, outlined the development of a Laboratory long-range plan for a science and technology investment strategy.

There are six science and technology focus areas: high energy density; stockpile stewardship; biology, chemistry and material science; nuclear, radiative and astrophysics; information and systems; and environment

and energy.

"Engineering plays a critical role in all of these areas," he said. "Engineering is represented across this space and will be critical in helping to define the future direction of science and technology."

In addition, panels on National Security, Homeland Security and Information Technology looked at the future needs of these cornerstone segments of LLNL's mission. While it is difficult to look much more than 10 years downstream, it is apparent that smart, distributed, miniature sensor systems in a networked communication fabric are going to be ubiquitous in Laboratory programs, and that distributed decision making, advanced computational simulation, and new fabrication techniques will challenge Engineering's inventors and innovators as they prepare for the future.

During the final keynote talk, Alan Shaffer, director of Plans and Programs in Defense Research and Engineering for the Department of Defense, discussed how the Department of Defense is refocusing its research and development program.

"We're no longer worried about specific threats from any one area of the world, but we need to figure out what our capabilities are to deal with any adversary out there," he said.

Shaffer said it's critical that the DoD Research program make better use of research from outside organizations including LLNL. He noted future needs in the areas of unmanned vehicles, reduction of battery weight, secure communications, and space flight.

"We need to stock the cupboard with things we need," he said. "We need to have shelf ready technology that's ready to go in 90 days."

SECURITY

Continued from page 1

to the Protective Force Division at 2-7225: persons behaving suspiciously, e.g. observing, photographing, or asking questions about site operations or security measures without valid reason; unidentified vehicles parked or operated in a suspicious manner on or in the vicinity of the site or near site facilities; abandoned parcels or suitcases, particularly in open area facilities; aircraft that appear to be flying at an unsafe altitude or in an erratic manner; any other activity considered suspicious or out of the ordinary.

- Review building/facility evacuation plans.
- Contact the Security Help Desk at 2-0100 for non-emergency questions or concerns related to security.
- Report any lost or stolen badges immediately to

the Westgate Badge Office at 2-0717. On weekends or after normal work hours, call the Protective Force Division at 2-7225.

- Inspect your work areas at frequent intervals for suspicious activity or unattended packages and for signs of tampering or indications of unauthorized entry.

- Scrutiny of inbound mail and packages will be in place at the Laboratory's central receiving point. Take a few minutes and look over your individual mail, report suspicious items to the Protective Force Division at 2-7225, and refrain from handling such items until cleared by Safeguards & Security.

- Lock all parked vehicles (government and personal) and inspect vehicles for suspicious items or anything out of the ordinary before entering and driving them.

- Make sure you limit access to your facilities to

those personnel with a legitimate and verifiable need to enter, and that all personnel within your area have a valid badge.

- Be sure to wear your badge in plain view when on site. Challenge those whose badge is not clearly visible, or contact PFD at 2-7225 to report persons not in possession of a badge while on site.

- Review the "Security News" section on the Safeguards & Security Web page, <http://www-r.llnl.gov/securityprogram/>.

LLNL is taking steps to increase its security posture. Please listen for announcements and check e-mail, Newsonline/E-line, 424-LLNL (the Lab's 24-hour hotline) and local media frequently for security updates. The Livermore Police Department has increased the frequency of its patrols around the Laboratory in response to the increased threat level.



CLASSIFIED ADS

See complete classified ad listings at
<https://www-ais.llnl.gov/newsline/ads/>

AUTOMOBILES

1995 Toyota Camry LE, 4 cylinder, great gas mileage, RUNS GOOD! Like new interior. \$5800.00, 209/833-2260.

(167,000 miles, mostly freeway)1997 - acura integra purple,loaded, intake, exhaust,headers, suspension, new tires,tint,131,000 miles \$9000 obo 925-784-9245

1994 - chevy suburban 4x4 1500, cruise control, p/s, p/w, p/b, tilt wheel, a/m cassette. good condition, \$5k, below kelly blue book. 925-513-4743

1997 - Chevy monte carlo z34, fully loaded, perfect conditions. 40,000 miles, \$7,900. 209-523-8020

1991 - ford escort. white 4-door. good condition, great commuter car. needs alternator. \$2500.00. 925-783-6891

1997 - vw cabrio,candy white w/ black top, beige leather interior. 53,000 miles, excellent condition.\$10,000 obo. 925-455-1217

1993 - Grand prix. looks bad, runs good. over \$2500 in maintenance repairs performed prior to accident. front bumper dented. asking \$600. 925-606-0260

2000 - Honda crv-lx, 4wd, very low miles(11,000), red, brand new condition, \$16,000 or best offer 925-373-4791

1994 - Chevy berretta, excellent running condition, 140,000 miles, v6 auto, 1800.OO OR B/O 209-835-7357

1995 - Acura Legend LS Sedan 120K mi, A/T, V6, A/C, Power all, Multi-CD Bose, ABS, Leather, Moonroof, Dual power/heated seats/airbags. Excl. Cond. \$14,000 925-447-2466

1999 - Dodge Caravan. Great condition. 54K, 4 cyl, A/C, 7 passenger, New tires, Runs great. Good gas mileage. \$7,200 obo 925-240-7374

1993 - Mazda MX-6 Sports Coupe. 5-speed, CD, sunroof, good condition. \$3,500/OBO. 925-485-1988

1990 - Probe-New metallic blue paint w/blue interior, new tires, 5 star wheels, automatic, AC, great for new driver. \$1,800 925-207-1548

1969 - vw bug rebuilt engine new paint very reliable good looking car. 925-625-7545

1993 - Ford Starcraft Van Conversion. 4 Captains Chairs, Sofa, TV, VCR, Dual Stereo, AC, Heat, Loaded w/ features \$4,900 925-516-7524

1998 - White Honda Accord LX. 77k miles. AC + 6 CD player. Excellent condition. Must see. Digital picture available. 209-334-1006

AUTOMOBILE ACCESSORIES

wheels for chevy/gmc tahoe, yukon, suburban, factory wheels and tires,good tread left, \$300 firm 925-455-6174

3/4 inch drive torque wrench. used once. \$50. 925-846-3943

Lexus stainless steel coffee commute mug. brand new, paid \$20 at dealership. \$10. 925-648-0671

BOATS

1958 Custom wood, fiber/ply hull, mahogany deck, inboard v-8, Great ski boat w/some restoration. Perfect for woodworker or hobbyist. Trailer incl. 925-560-9657

1986 20hp mercury outboard. short-shaft, runs good. \$750 obo. 925-606-5982

CAMERAS

Canon EOS ELAN 35mm SLR with Canon EF 28-105mm zoom lens, leather case, UV and Polarizer filters. Mint Condition. \$325. 925-443-2510

ELECTRONIC EQUIPMENT

Phillips Magnavox 52 inch big screen less than 5 years old \$600.00 209-823-3490

Custom-built desktop PC (PII 350Mhz) w/ 17in. monitor and EVERYTHING ELSE: printer, mouse, keyboard, Windows98, and lots more. EVERYTHING!!! \$300obo 415-255-2990

Speakers, floor standing 4-way home speakers made by Acoustic Research, handle up to 140 watts per channel, sound great, \$250 925-484-4099

HP Computer monitor 19 inches, 6 months old. \$60.00 925-935-5004

Big subwoofers in your car need deep bass music! 510-282-9885

GIVEAWAY

Free - day bed with trundle bed. Good condition. You haul. 925-373-7579

16mm color film sof, Admiral Byrds, secret land, 90 minutes running time. two reels 925-828-0458

Queensland mix, 10-month old male puppy who has a good temperament, has received shots, and is free to a good home! 925-437-1737

Speaker cabinets. Cerwin-Vega S1 rosewood (qty=2) OK outside: inside is a loss, but crossovers are probably OK. 925-455-9729

Greyhound mix, orange/white, 2 yr., people friendly, housebroken, needs loving home and room to run. 925-487-3793

HOUSEHOLD

GE Refrigerator side by side, 23.6 cu. ft., 9 years old, almond color, water and ice dispenser, like new \$350.00 obo 925-443-4349

Floral love seat, large rose flowers w/darker rose trim and green leaves. in good shape. \$80.00, 925/422-0119

Kitchen Aid double ovens,black, excellent condition \$500 & kitchen Aid stove-top,black, \$100 Remodeling need to sell. 925-449-1340

Day Bed w/trundle cream color including dresser w/shelves, desk w/shelves in excellent condition. Selling all for \$250.00 209-830-1821

Oak headboard (wall unit) for queen size bed. Great storage, lights, mirrors and hidden compartments. Excellent condition. \$600. I am moving. 925-200-4475

George Foreman Double Knockout Grill. Has 2 independent grill surfaces and temp controls. Like new.\$80.00. 209-833-1201

Battery and charger for Bosch hand drill. 1700 mHA version. \$15 925-447-5194

Ralph Lauren twin bed set. Red denum comforter, chambray colored sheets, coordinating plaid bed skirt and shams. Retail at \$400, asking \$150. 925-606-0825

Twin bed (mat not included). Solid light wood. Very good condition. \$40. 925-846-5110

Little Tykes table and 2 chairs. Long outgrown but excellent shape. \$25/OBO 925-447-2697

White GE appliances. Excellent condition. Paid \$1500+. Remodeling kitchenasking: Gas stove, \$250; Dishwasher, \$100; Over-the-stove microwave, \$75 925-373-2830

BABY EQUIPMENT: baby crib, brown, very good condition \$60, Babytrend portacrib, excellent condition, \$50. 925-455-4947

MISCELLANEOUS

Box spring for twin bed, almost new. \$20 obo 925-449-1340

NEIGHBORHOOD GARAGE SALE, Sat-

urday, April 5th,Martin Avenue/Clark Street/Kennedy St./ 9AM to ? Time to clean out the garages! 925-455-6174

Safe Haven Animal Sanctuary Silent/Live Auction, June 21, 2003. \$10 donation. Help us raise money for no kill shelter. 408-832-4010

Optical bench for transferring film or slides to video camera. \$35.00, projection screen \$40.00 925-282-0458

Torque wrench, inch pound, click type, measures up to 160 inch pounds, \$30 925-484-4099

Elite Gold Candy machines on wooden stands. \$100 each. Pictures and candy for filling are available. 209-334-1006

moving sale! 3/22/03 8am-2pm. all must go! 4039 page court, pleasanton, a block from albertsons on hopyard and west las positas. look for signs! 925-600-1561

Electronic dartboard & cabinet, 8-player, 19 games. Still in box, new, paid \$90. \$50. 925-648-0671

All You Can Eat Ribs, Dinner Dance 4/12/03, Tickets are \$25.00 per person contact 209-824-1361

Bon Jovi tickets(2) for April 12 concert at HP Pavilion in San Jose. This concert is sold out! \$140.00 for both! 209-824-3150

MOTORCYCLES

2002 - Suzuki SV650S, Silver, 2300mi, mint condition, garaged, not raced, adult owned, \$5400 OBO. 925-784-6197

MUSIC INSTRUMENTS

Casio CTK-518 keyboard/synth. w/adaptor. Great shape. Small dent in speaker cover. works great! Tons of features. Midi \$60.00 obo 925-240-7374

Conn Organ model 652 three manual 925-828-0458

PETS & SUPPLIES

Cat tree/play structure, 5 ft. tall, \$25. 925-454-0877

Free to good home. Rottweiler/Pit mix puppies. 8 weeks old. Very cute. 209-833-8127

Plastic crate pet carrier for large dog. Like new. \$50. 925-846-3943

Folding Nylabone Pet Carrier. Large, up to 60 lbs. Excellent condition, \$50. 925-294-9022

55 gallon fish tank with stand, heater, gravel, light and filter. Great condition. \$200 925-455-6310

Western pleasure show saddle. One of the last saddles custom made by Rowell. Berry pattern silver. Matching breast plate. \$2500/OBO. 925-449-1128

FREE TO GOOD HOME male 1 yr.old Chihuahua, must find new home ASAP. Very affectionate. 408-251-1699

Bishop Ranch Vet Center in San Ramon \$25 gift certificate for vet services. \$15. 925-648-0671

25 year old sorrel gelding 15 plus hands.Barrels,Head Horse, Gymkana, Hunter/Jumper. Free only to a good home.A great disposition for kids. 209-601-1171

RECREATION EQUIPMENT

Sport rider by health rider Less than 100 repetitions. Like new. Paid > \$220, sell for \$65. CALL 925-606-0696

Fly tying kit, new, and instruction book includes a 25 draw cabinet, details, \$45.00 925-828-0458

Deluxe one-person trampoline. Excellent Condition. \$40.00 or BO. 925-449-1128

Wetsuit, child's, size 10, Body Glove,worn 2-3 times, child outgrew, paid \$60,sell for \$30 925-243-1006

Pool Table w/slate top, 1 yr old, like new

\$600/obo. Kidder slalom ski double wrap bindings \$50. Thule 4-bike rack for Expedition type SUV \$150/obo 925-443-0499

RIDESHARING

Express your commute, call 2-RIDE for more information or visit <http://www-r.llnl.gov/tsmp>.

Modesto area - looking for vanpool or car pool 9/80 schedule. 6:30-4:00 pager 54104 209-577-0862, ext. 3-0149

Modesto - Vanpool, Modesto to LLNL, 7:00 to 3:30 shift has 2 openings starting April. 209-529-1010, ext. 3-0487

Lafayette - LaMOrinda Vanpool (also Walnut Creek stop at Rudgear Rd), reclining seats, reading lights, 7:45-4:45, \$100/mo (pretax reduction available) 925-943-6701, ext. 2-3005

Union City - Looking for a female to share a ride with - 2-4 days a week. I can drive alternately. 510-324-0780, ext. 2-5764

SERVICES

Professional Sprinkler repair. Get your yard ready for spring, ask about our fertilization and sprinkler adjustment program. 925-443-6010

TUTORING in high school and college math and chemistry. 925-443-2095

Need help with your Mac? Accurate diagnostics. Home or Office. Apple Macintosh Certified. 209-832-4314

Cruises/Tours/Vacations-additional discounts to LLNL employees; call for free quotes 866-643-5421 866-643-5421

SHARED HOUSING

Livermore - Room for Rent \$600/Mo. includes utilities & all privileges. N/S & pet OK. Evenings 925-449-1474

Livermore - Room in a 3bd/2ba home across from LLNL full priv. N/P, N/S Internet access available female preferred \$600.00 + utilities and security deposit. 925-443-2288

Pleasanton/Livermore/San Ramon - West Point Faculty seeking one bedroom efficiency apartment (or better) for family of five. Approximate dates 6/16 - 8/1. Laundry facilities a must. 209-521-9047

Livermore - furnished room for rent. Mature adult. Clean and quiet. \$550/month. Deposit Required. 925-449-1128

Livermore - Wanted. Part-time bedroom (4days/wk) near lab; quiet area (day sleeper) No kitchen/laundry/bath. 916-624-4395

TRUCKS & TRAILERS

2000 - Road Ranger, 5th wheel model (S28y), 28.5 feet, 6 foot slide out. Only used twice. Take over payments 209-833-1355

1978 - Dodge D150 Pickup, 4spd, campershell, new alt., only 96k miles \$2000/ OBO 925-447-2697

1998 - Dodge Dakota with carryboy shell. 4cyl, 5 speed, AC, PS with 66k miles. Not an extended cab \$8500. 925-756-2253

1997 - Ford F250 Super Cab Long Bed, 7.3 Turbo Diesel, 141K, \$13900 925-634-8023

1997 - Chevy 1500 Silverado, 3rd door, 6 ft bed w/liner, 58K, White w/ grey interior, CD/cassette, alarm, new tires, excellent condition. \$13,000 209-836-5252

1954 - F-100 V8, auto,tinted,too much to list Lots of xtra custom & stock parts. Needs paint & upholstery. \$5000 or trade for P/U and cash. 925-679-1288

1998 - Ford Ranger XLT 36,000 miles. Air Cond. am/fm/CD radio. Bed cover, custom bumper. \$9,500. 209-772-2232

VACATION RENTALS

Soda Springs/Donner Summit, Classic A frame 2BR/1BA+Loft, sleeps 8, Walk to Royal Gorge 5 min to Sugar Bowl \$250 wknd,\$550/week call for availability 209-836-3471

SOUTH LAKE TAHOE - 3 Bedroom 2 bath Chalet,newly remodeled, nicely furnished all amenities, close to all skiing. RESERVE NOW! 209-599-4644

North lake tahoe - North Lake Tahoe, Luxury resort style studio, close to major skiing. Available Mar 28 weekend. Hurry. 925-449-0611

Mendocino County, Gualala - Whale watch from beautiful oceanfront 2 bedroom, 2 bath home, sleeps 6, hot tub, private beach. Winter special two nights get third free. 925-447-4964

Pine Crest - Cabin available near Dodge Ridge skiing. 3 bdrm/2 bath, fireplace w/wood, microwave, pool table, level cleared access to covered parking, \$225/wknd 925-449-5513

Maui - 1 Bedroom, 2 Bath Condo in Kihei at Kamaole Sands. Beautiful garden view. 925-461-3698

So. Lake Tahoe - Large comfortable home just minutes from skiing and casinos. Many amenities newer furniture. Mid week rates. 925-484-3162

WANTED

My son would like to buy a mid 1990s honda prelude si or vetc. can you help? 925-447-4941

UNICYCLE: wanted 20 or 24 in. unicycle.Poor condition ok. 209-836-3481

Looking for an old, non-digitable cable box. 925-426-0167

TRUMPET wanted. 925-443-6722

Wanted: 6wk old PUPPIES! Pref. 2 littermates, (chocolate) labs, male or female. Other breeds okay. Please call! 925-998-1167

Need moving boxes for anticipated move. Will pick up. Please call. 510-530-7868

MOVING BOXES NEEDED. 209-832-2846

Old Jukeboxes and wind up phonographs all or parts 925-449-0388

Electric coffee grinder. 925-648-0671

Justin Timberlake and Christina Aguilera tickets at Oakland Arena on Friday 6/6. Need 3. 925-441-2466

Bass player wanted for 30-something rock band (originals). Practice 2x per month in Livermore, ultimately play gigs. 925-373-3146

Install and wire a sump pump. I need someone to wire and install a sump pump under my house in San Ramon. Call Scott Perkins 925-829-8974

Go Kart or mini bike, condition not important, motor or needs work. Willing to pay \$\$ depending on condition. Call if you need to part with 925-634-8134

Lead trumpet player for LLESA Dance Band. Wed. rehearsals, South Cafeteria. 7:30-9:30pm 925-443-2245

Wheelchairs for Church/hospital in the Ukraine. Please call if you have one to donate. Thank you! 925-447-8820

Single Parents in San Joaquin County area to join PWP. PWP is an educational and social organization for single parents and their children. Roberta 209-823-1664

Someone to sign up for Tradewinds ASA Sailing Certification class with me to save \$200 each. 925-249-1640

WANTED Old fishing lures and fishing related items 209-835-7140

HOT WHEELS from the 60s 70s and 80s. If you have some in storage dust them off and give me a call. 925-325-1123

WANTED: Cable box for an old TV. Home: 209-832-4335

Record changer (for 331/3 rpm records) in good condition. 925-957-1866

Ranking under new performance and pay program

Comments continue to come in regarding the new Integrated Performance and Pay Program (IPPP). The program is designed to better align the performance management system with the Laboratory's values, goals, and business needs. It also reflects input from the employee survey.

To review the program, see the Web at <http://www-r.llnl.gov/IPPP>. Comments may be submitted by e-mail to performancemanagement@llnl.gov, or to Performance Management at L-711. Comments must be submitted by March 31.

Below are answers to some common questions that have come in since the employee comment period began. Newsline will continue to carry answers to employee questions as the comment period continues.

How are employee goals going to be determined?

Individual employee goals will be aligned with the goals and objectives of the Laboratory, directorate, department and division and will be communicated to the employee during the performance appraisal process. Based on these, the supervisor and the employee will set individual employee goals.

What is the rationale for one salary curve for the 200 series?

One of the successes of the Laboratory has been the ability to have employees working collaboratively to solve problems. These employees come from different disciplines and often have different backgrounds, experiences and credentials. It is in recognition of this success that the desire for a single salary curve has evolved. Consideration of market-based differences at the time of hire will continue, but it is believed that these differences often merge (dilute) over time. A sin-



gle salary curve gives all employees equal target earning opportunity based on total contribution. The single curve will be "market anchored." It will contain data that incorporates all degree levels, all disciplines, and both individual contributors and managers up to mid-level manage-

ment. The data will be arrayed from low to high, creating a market-based composite from which the data will be weighted to reflect the Lab population. It could be argued that curves be established to reflect different disciplines, degree levels or distinguish management from individual contributors. However, given the emphasis on multi-disciplinary teams and collaboration, we believe the single curve concept supports the Laboratory's value of commitment to our collective success.

How will my performance be considered in the relative value ranking process?

Performance along with job content and skills, knowledge and abilities (SKAs) will be considered in the ranking process to determine total contribution. The performance appraisal will include information regarding job content, an overall performance assessment of individual achievement toward goals and objectives and a developmental skills assessment. This information will be used to compare each employee's total contribution during the ranking session to develop a relative value ranking.

What is the rationale for not including ranking on the performance appraisal form?

The performance appraisal and ranking are separate processes. The performance appraisal is an individual assessment of the employee's performance while ranking is a relative assessment of total contribution including performance, job value and SKAs.

They will be communicated separately.

How can those responsible for ranking decisions evaluate total contribution when they may be significantly removed from those they are ranking?

Those developing ranking are not far removed from the individual. Ranking begins with total contribution being determined collectively by a group of supervisors most knowledgeable about the individual contributors. Management will be held accountable for having the knowledge necessary to effectively evaluate the total contribution of employees within their directorate. This will require in-depth communication between both the payroll and matrix supervisors and managers.

Will all rank groups be populated? If yes, will there be a forced distribution?

The expectation is that all rank groups will be populated but there will be no forced distribution.

What metrics will be used to evaluate success of the IPPP?

Success of the IPPP will be evaluated using information gathered during workforce reviews and other Lab-wide studies, as well as continuing employee feedback.

Will I be able to provide input to my directorate's specific rank group criteria?

Directorates are currently drafting their specific rank group criteria. They are being encouraged to seek employee input. Employees should contact their directorate office regarding input.

When will directorate rank group criteria be available to employees?

Directorates are currently working to develop their rank group criteria. We anticipate that directorate specific rank group criteria will be reviewed and approved by the Director and will be available in April.

HUNT

Continued from page 1

(CIA). His first assignment at LLNL was in Safeguards and Security. "During those first years we had tremendous challenges before us. One of the most significant was the modernization of the security posture at the Lab," he said.

Under Hunt's tenure, more than \$60 million was allocated to the modernization of security at the laboratory — including a variety of new physical and technical security improvements and the implementation of new training and fitness requirements for protective force personnel.

In 1989, Hunt moved into Business Operations as a department head. In 1994, he became deputy business manager and then the Lab's top business service manager in 1995—supervising such functions as procurement, telecommunications, property and travel management, technical information publications, library services, fleet services and records management. It was during this timeframe that he earned a reputation for getting things done.

"We made a number of significant changes to property, procurement, and information technology during that timeframe," Hunt said. "Our challenge was to take these organizations to a 'best in class' category while still maintaining customer excellence and

decreasing our costs to the institution."

This overhaul of the business practices at the Lab was "very effective," noted Dave Leary, who has worked with Hunt for more than a decade. "Steve got the job done and he did it the right way."

"Steve Hunt has an outstanding sense of how to manage," said Bob Kuckuck, senior adviser for UC Office of the President, and the Lab's former deputy director for operations. "He was able to set the highest standards possible and think out of the box to achieve incredible efficiencies. He was remarkably successful in introducing private-sector type practices into our business systems and getting folks to align with those goals."

In 2001, when former director Bruce Tarter reorganized the senior management team, Hunt was selected to lead the new directorate of Laboratory Services — which combined all of the traditional business operations functions with plant engineering and maintenance.

"I did not have a lot of expertise in the plant engineering arena," Hunt noted. "So for the past few years I've tried to focus heavily in this area. I think we've made a lot of progress and I believe our customers are satisfied."

Over the past few months, Hunt has also lent his skills to his colleagues at Los Alamos to help streamline business practices there.

"Steve has been a key part of the solution in the University of California's efforts to restore confidence

in the business practices at Los Alamos National Laboratory," added Bruce B. Darling, University of California senior vice president of University Affairs and interim vice president for Laboratory Management. "He has provided leadership, wise counsel and expertise from the solid business practices he has put into place at Livermore. His retirement represents a loss to all of us, but we expect in the days ahead to continue to draw on his assistance as we continue our business and administrative reform efforts."

But with summer coming, he felt the time was right to ease into retirement. "I've been all over the world and much of the United States, but I've never been to Yellowstone," he explained. He and his wife Donna plan on traveling there this summer. Hunt also expects to spend a considerable time with his two grandsons, Clayton, age 7 and Wyatt, age 5.

"Donna and I want to take the time now to enjoy these boys," he said. "And that means camping, fishing, and boating." A long time outdoor enthusiast, he also expects to spend time hunting and learning how to fly fish. No doubt dog Riley, his loyal retriever, will be in tow. "He's crazy about that dog," noted Sue Cassel, who has provided administrative support to Hunt for more than five years. "He'll bring in pictures of his dog in the swimming pool and there will be Steve, in the pool with him, teaching him how to retrieve. Steve has a great sense of humor. I've really enjoyed working with him."

BRIEFLY

CDC warns travelers of pneumonia

Health Services wishes to alert LLNL travelers to a health advisory that has been issued by the Centers for Disease Control and Prevention (CDC). Severe Acute Respiratory Syndrome (SARS) is an acute serious pneumonia of unknown cause.

CDC has received reports of outbreaks of SARS in travelers returning from specific areas in Asia, especially Hong Kong, China and Vietnam. The disease manifests with fever, cough and severe shortness of breath.

Anybody planning business or personal travel to one of the areas should be

aware that the CDC has recommended against non-essential travel.

Employees considering travel to or returning from these areas should consult with Health Services immediately. CDC advises that persons planning non-essential travel to Hong Kong, Gaungdong Province, China and Vietnam may wish to postpone their trips until further notice.

Detailed information can be found on CDC's Traveler's Health Website at <http://www.cdc.gov/travel/>.

Security advisories for travelers

In the event of terrorist attack, military

action or war, LLNL Travel Services has developed a plan of action to ensure the safety of domestic and international Lab travelers. Actions will be issued in conjunction with the Homeland Security Advisory System.

All Lab travelers, supervisors and travel arrangers are encouraged to familiarize themselves with the Travel Action Plan by downloading the PDF (Acrobat Reader) document from this link http://www-r.llnl.gov/ibis/travel/Travel_Action_Plan.pdf.

For questions about the Travel Action Plan, contact Sarita L. Evans, 3-1485, or Victoria Bonoan, 4-3791.

VALUES

Continued from page 1

to find that I could talk freely with anyone in the Laboratory. In industry, I usually needed my supervisor's OK to approach anyone higher in the management chain. In a large corporation, I needed approval to collaborate with people in other parts of the company. At the Lab though, our passion for mission keeps us from hang-ups about hierarchies and drives us to cut to the chase. Thanks to an organizational culture grown from University of California roots, I can talk freely with anyone in any part of LLNL.

Open doors are good, but an open door to talk with others is not enough unless we treat each other with dignity. People should be able to speak, offer ideas, or raise questions, as well as feel free to speak to anyone in the management chain. For good results, though, this requires frank, constructive discussions that recognize and accept diversity of opinion. Treating each other with dignity lets this happen. Dignity goes hand in hand with respect for each other's ideas and perspectives. Dignity means speaking and hearing the truth – even the hard truths – rather than glossing over differences. Dignity allows us to interact with poise and confidence. And treating each other with dignity allows these interactions to bear fruit.

Many of us work at the Lab because we want to tackle problems that matter to the United States. Big problems almost always demand answers from teams. There is no one perfect person who can do it all, but we can build a near-perfect team. We pursue solutions to big problems, and multidisciplinary teaming – with its mix of perspectives – helps ensure that the approach remains fluid and fresh while minimizing rigidity and tunnel vision. And these teams reach beyond science and technology to embrace a range of valuable business, operations and other skills. Treating each other with dignity helps these teams do their jobs.

We value

- Passion for Mission
- Integrity and responsible stewardship of the public trust
- Simultaneous excellence in science & technology, operations, and business practices
- Balancing innovation with disciplined execution
- Teamwork while preserving individual initiative
- Intense competition of ideas with respect for individuals
- Treating each other with dignity
- A high-quality, motivated workforce with diverse ideas, skills, and backgrounds
- Rewarding and recognizing performance
- Commitment to the collective success of the Laboratory

Spring training is in progress, so stop for a moment and think about your favorite professional baseball team. How far would your team get if it included nothing but pitchers? Fortunately, your team is more diverse, or they would never make it out of last place. The team has to include different kinds of players in order to win games. However, your team could not even take the field unless, in a larger sense, it included managers, administrators, trainers, scouts, groundskeepers, and people of other professions and skills. Let one of the vice presidents take a week off, and few might notice. Let the groundskeepers take a week off, and everyone in the stadium will see a difference. Some of these people might be invisible to the public, or

even to the rest of the team, but that does not make them any less necessary for the team to play and win.

Teams at LLNL are often more diverse and dynamic than your favorite baseball team. For the team to function, every member of the team must be an active player, allowed to use his or her skills and contribute ideas and energy. Each person has different strengths, skills and backgrounds, but all are necessary and important for success. Mutual respect for the differing contributions we all make to our work creates an atmosphere of “working with dignity” that benefits all.

Individual contributions are not enough, though. We need teamwork, just as certainly as the baseball players have to work together to execute a double play. This teamwork involves recognizing each person's role and accepting and using their abilities. It requires planning, strategy, and practice. Serendipity can help create opportunities, but it cannot substitute for planning and teamwork. Star players can be great assets, but they cannot win a pennant on their own. Teams are made up of diverse individuals, and all parts of the team must work together for successful execution.

Everyone at the Lab has an important contribution to make toward the overall success of our mission. This mission is best carried out in an atmosphere where all employees at all levels value each other and treat each other with respect. By treating each other with dignity we can empower individuals, and by empowering individuals we can empower teams.

Den Fisher's column next week will discuss how the Lab values a high-quality, motivated workforce with diverse skills and backgrounds. We are indeed a diverse Laboratory, which means that our assets include a wide range of abilities, ideas, and perspectives. Strong team building, frank communications and mutual respect will help us use these assets to achieve success.

BIOSCIENCES

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of science that is of growing importance to the Lab.”

Bert Weinstein, acting director of the Biology and Biotechnology Research Program, said the new institute promises “to add significantly to a long tradition of collaborative work that goes back to the founding of the BBRP.” The next wave of innovation in biology, he said, will be driven by multi-disciplinary teams.

“This reminds me of the Hewlett Packard garage. From modest beginnings, some wonderful things develop,” Weinstein said. “Twenty years from now, we'll look back on this and say ‘we were there when PBI was created and look at the great things that have come from that garage.’”

The new University Relations Program Institute was created to more effectively link the physical sciences and biological sciences by uniting the Laboratory's expertise and state-of-the-art technologies in the physical sciences and computation with rapidly evolving fields in biology.

“Biology is widely believed to be at the threshold of great transformation into a quantitative and predictive science that will depend heavily on new technologies from the physical sciences, engineering, and advanced computations,” said Mike Colvin, director of the new Physical Biosciences Institute. “The goal of the new Physical Biosciences Institute is to attract and train future talent for LLNL life sciences by creating an incubator for multidisciplinary postdoctoral projects that link LLNL experimental and simulation capabilities to research projects in quantitative biology.”

This is the sixth University Relations Institute. The others are the Center for Accelerator Mass Spectrometry, the Institute of Geophysics and Planetary Physics, the Institute for Laser Science Applications, the Institute for Scientific Computing Research and the Materials Research Institute. The institutes form the centerpiece for the Laboratory's research collaborations with universities.

At a ribbon-cutting ceremony Tuesday, Colvin introduced the newly hired postdoctoral employees who will staff the new institute. These seven initial postdocs were competitively chosen from a large pool of applicants for their expertise as well as their interest in taking on the challenge of initiating collaborative research between the physical and biological sciences, he said.

“The postdocs will be the bridge between biology and physical sciences, engineering and computation,” Colvin said. “We carefully selected postdocs who were either physical scientists with experience in bioscience applications or biologists with experience using tools from the physical sciences. We were looking for people who wanted to build careers in the middle ground between these disciplines.”

The new PBI postdocs hold degrees from many different disciplines and universities, including the Physics Departments at Harvard, UC Berkeley, and Stanford, the Chemistry Department at Imperial College, the Chemical Engineering Department at the University of Pennsylvania, and the Department of Radiological Health Sciences at Colorado State University.

The new PBI postdocs were chosen for their track record in independent, creative research. Colvin said: “These postdocs will have a big role in developing and managing their own projects, and we will ensure that they have access to all the necessary resources, expertise and guidance they need to be successful.”

The new institute is housed in Trailer 3775. Each postdoc will work with life scientists at the BBRP and collaborating universities, and in addition will be mentored by one or more scientists in other LLNL directorates who will give them access to physical science and engineering facilities and expertise, Colvin said.

“There is a groundswell of excitement in biological science technologies. My colleagues in BBRP and I get many calls from researchers throughout the Laboratory who are interested in getting involved in life sciences research,” Colvin said. “This is perhaps not surprising given the widely held opinion that the 20th century was the century of physics, but the 21st century will be the century of biology.”

The field of biology, which has traditionally been a qualitative, descriptive science, is becoming much more dependent on quantitative measurements made with the goal of developing predictive models, he said.

“As a result, a lot of the methods developed for measurements and modeling in the physical sciences are becoming important to biology,” he said.

Colvin, who is also a division leader in BBRP, noted that the new UC Merced is planning a graduate program in quantitative biology. Discussions are already underway to find ways for the institute to have a strong connection to UC's 10th campus, he added.

The first two PBI postdocs joined the Laboratory in 2002 and are already working on their projects. The

first of the PBI projects, led by Halima Amer, is studying the variation and inheritance of heat stress response in single cells using novel microfabricated cell holders developed by Engineering's Center for Microtechnology.

The second project, led by Larry Dugan, will use the Accelerator Mass Spectrometer and Secondary Ion Mass Spectrometry to track the localization of labeled small interfering RNA molecules in cells.

David Clague from the Engineering Directorate is the deputy director of the institute. The institute also receives guidance from a 20-member internal advisory board that consists of senior staff from seven directorates. Many of those staff members are also serving as mentors to the institute's new postdocs.

Colvin said an external advisory board is also planned that will meet annually to review PBI projects and advise on future research directions.

Any Lab researchers interested in exploring collaborative projects are encouraged to contact Colvin at colvin2@llnl.gov. The institute also plans to host a weekly afternoon tea and anyone from the Lab is invited to stop by for tea, cookies and to discuss any biological questions or ideas with researchers.

“We want to be a resource for people who want to explore biology applications for their research or technologies,” Colvin said.



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